

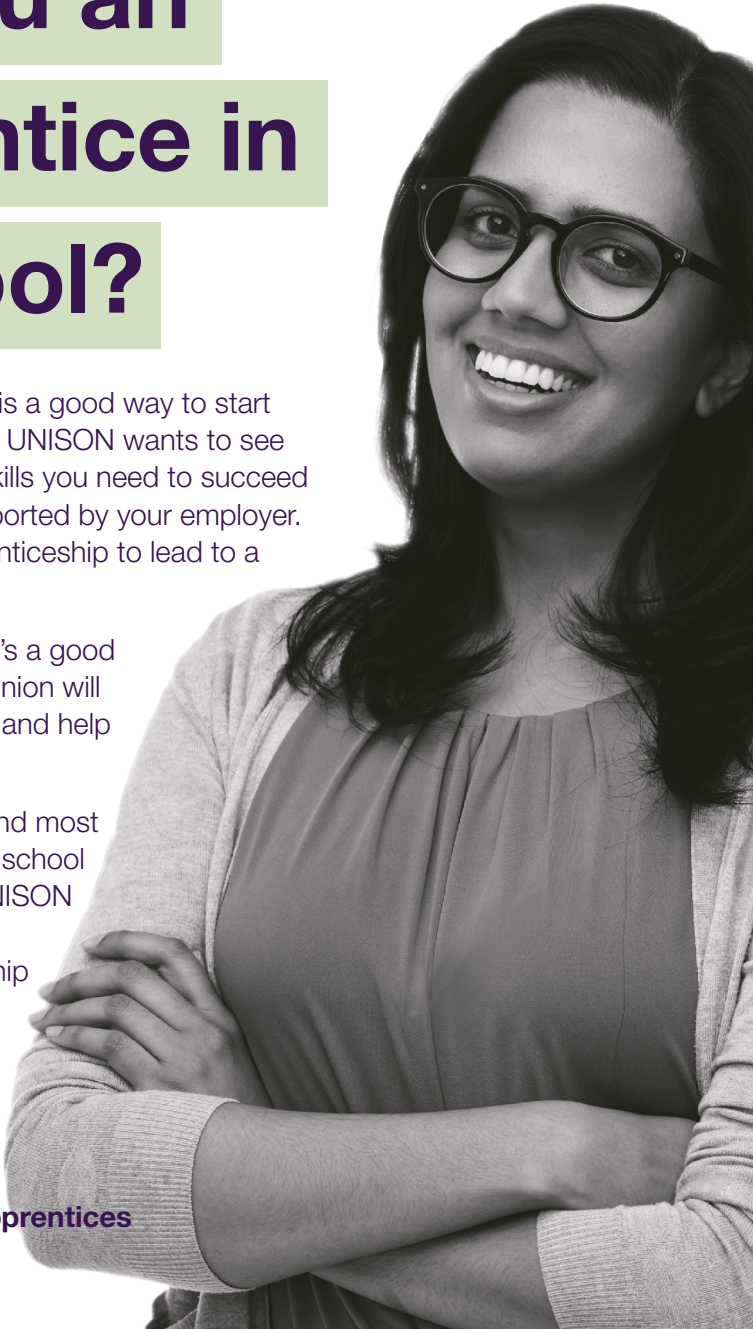
# Are you an apprentice in a school?

A school apprenticeship is a good way to start your career in education. UNISON wants to see you equipped with the skills you need to succeed and your hard work supported by your employer. And we want your apprenticeship to lead to a meaningful job.

If you work in a school, it's a good idea to be in a union. A union will help protect you at work and help you tackle any problems.

UNISON is the biggest and most experienced union for all school support staff like you. UNISON is involved in developing several new apprenticeship standards – and was the only union involved in developing the teaching assistant standard.

[www.unison.org.uk/apprentices](http://www.unison.org.uk/apprentices)



## Join the experts

With 250,000 UNISON members working in schools, we are the support staff experts and understand your issues better than anyone else.

We offer school support staff members:

- Expert advice and guidance on behaviour management, workload stress and supporting pupils with health needs.
- Our Skills for Schools website, with information on training and career development.
- Regional training and awareness events on issues like autism, managing behaviour and special education needs and disabilities.
- Training and learning opportunities, in person and online.
- Legal help for you at work and your family at home (T&Cs apply).
- UNISON's charity There for You that offers debt advice, a credit union and more.
- UNISON's own family holiday resort in north Devon.
- Support by trained representatives if you have a problem at work.
- A helpline open till midnight.



## Your rights as an apprentice

All apprentices are 'employed' and are covered by the terms and conditions contained in their contract of employment and any relevant employment law.

Although you may just be starting out in your school apprenticeship you still have rights. These include the right to:

- a written contract of employment
- a full induction in the workplace
- an agreed training plan or contract between you, your employer and the training provider
- pay (a minimum is set by government – but UNISON believes you should be on the same pay and conditions as other school support staff)
- a safe working environment
- protection from discrimination, bullying, harassment or victimisation
- release from work to attend formal training
- an appropriate range of work experiences to help you complete your qualifications
- access to support, guidance and mentoring
- quality training
- regular assessments and review of progress
- sufficient time away from your work station or desk to study in work time
- access to routes to higher education and the possibility of long-term employment with promotion prospects
- a chance to learn from experienced workers in the sector.

UNISON wants to see high-quality apprenticeships leading to proper jobs. That's why we've drawn up our Apprenticeship Charter to help employers work with training providers, trade unions and apprentices to deliver positive apprenticeships.

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## What is a trade union?

Trade unions like UNISON bring together working people to speak out with one voice on the work issues that matter to them – like pay, job security, training and sick pay. We can help you sort things out if they go wrong at work. And we believe in fairness and equality for all.

UNISON represents people who work in our vital public services like schools, health care and local council services, keeping our children safe and caring for the vulnerable in society.

Unions have won rights for workers like:

- a national minimum wage
- equality legislation
- laws on reasonable working hours
- minimum holiday and sickness entitlements
- health and safety in the workplace
- pension provision
- improved parental leave provisions.

Join us today at [joinunison.org](https://joinunison.org) for only £10 or call free on **0800 0 857 857**